







BDG-4	IT Projects and Budget - % of IT projects on time and within budget	Green		85%	81% 2019, FYQ1	68%	Quarterly	This metric is tracking the percent of IT projects that are completed on time and within budget. Completing IT projects on time and within budget ensures the Department of Treasury meets legal/statutory requirements. A higher current value indicates we are operating more efficiently and effectively and also assists with budget planning and decisions. This data has a lag time of one quarter.
<b>Learning and Growth</b>								
I&D-1	Professional Development - Staff Participation - % of Staff in Attendance at Professional Development Events	Green		60%	95% 2019, CYQ1	59%	Quarterly	This metric will identify the percentage of Treasury employees participating in professional development events. These events include Treasury Resume Review, Treasury Mock Interviews, and the Meet & Greet event. Providing these events offers opportunities for staff to grow professional skills in the work place. A higher current value indicates greater participation, demonstrating increased exposure to professional development skills. Target value is representative of average participation per all events held for the quarter. This metric measures the average rate at which available seats are being occupied by Treasury employees.
I&D-2	Cultural Awareness and Education- Staff Participation - % of Staff Participation at Cultural Awareness Events	Green		55%	108% 2019, CYQ1	59%	Quarterly	This metric will identify the percentage of Treasury employees participating in cultural awareness events. Events include diverse cultural committees and staff click rates of relevant posted articles on the Treasury Vault page. Participation facilitates awareness and education of diverse counterparts, leading to a more inclusive workplace. The goal is to increase participation rates, indicating more awareness of diversity in the workplace. Target value is representative of average participation per all events held for the quarter. This metric measures the average click rate of relevant articles and the available seats being occupied by Treasury employees.
EXEC-1	Improve Internal Communication Through Web	Green	=	100%	100% 2019, March	100%	Monthly	Regularly update the Treasury Intranet home page to ensure staff have access to current information. This measures the percentage of time the web is updated at least monthly.
<b>Financial</b>								
ORTA-7	Revenue Estimate - Accuracy - % estimated within actual	Green		3.0%	1.4% CY 2018	0.3%	CY Annually	The Office of Revenue and Tax Analysis (ORTA) estimates revenues each year to assist with forecasting and financial planning for the State of Michigan. The target of 3% is in reference to estimate revenues within 3% of actuals. Providing accurate revenue estimates impacts the overall state budget process and allows for better budget planning. A lower current value indicates estimates were closer to actuals.
<b>Good Government</b>								
GG2	The percentage of champions identified in employee survey	Green	=	56%	54% 2018 Survey	54%	CY Annually	The % of champions identified in the statewide survey of state employees measuring employee engagement. Current value represents 2017 Employee Engagement Results.
* The status color for this metric reflects breaking points at 90% to 100% of the established target value.								